

Division of Educator Effectiveness & Licensure Updates



Vision

The Arkansas Department of Education is transforming Arkansas to lead the nation in student-focused education.



Mission

The Arkansas Department of Education provides **leadership, support, and service** to schools, districts, and communities so every student graduates prepared for **college, career, and community engagement**.



Teacher and Leader Quality

Teachers and leaders are the most important school-based factors in ensuring student success.

States have the responsibility to design and implement an **education workforce system** that

- **attracts**,
- **prepares**,
- **develops**, and
- **retains** the most effective educators.





EDUCATORS RISING

There's power in teaching





Teacher
Cadets

ARKANSAS

Opportunity Culture

New School Models

An Opportunity Culture uses new models that:

1

Extend the **reach** of excellent teachers and their teams to more students

2

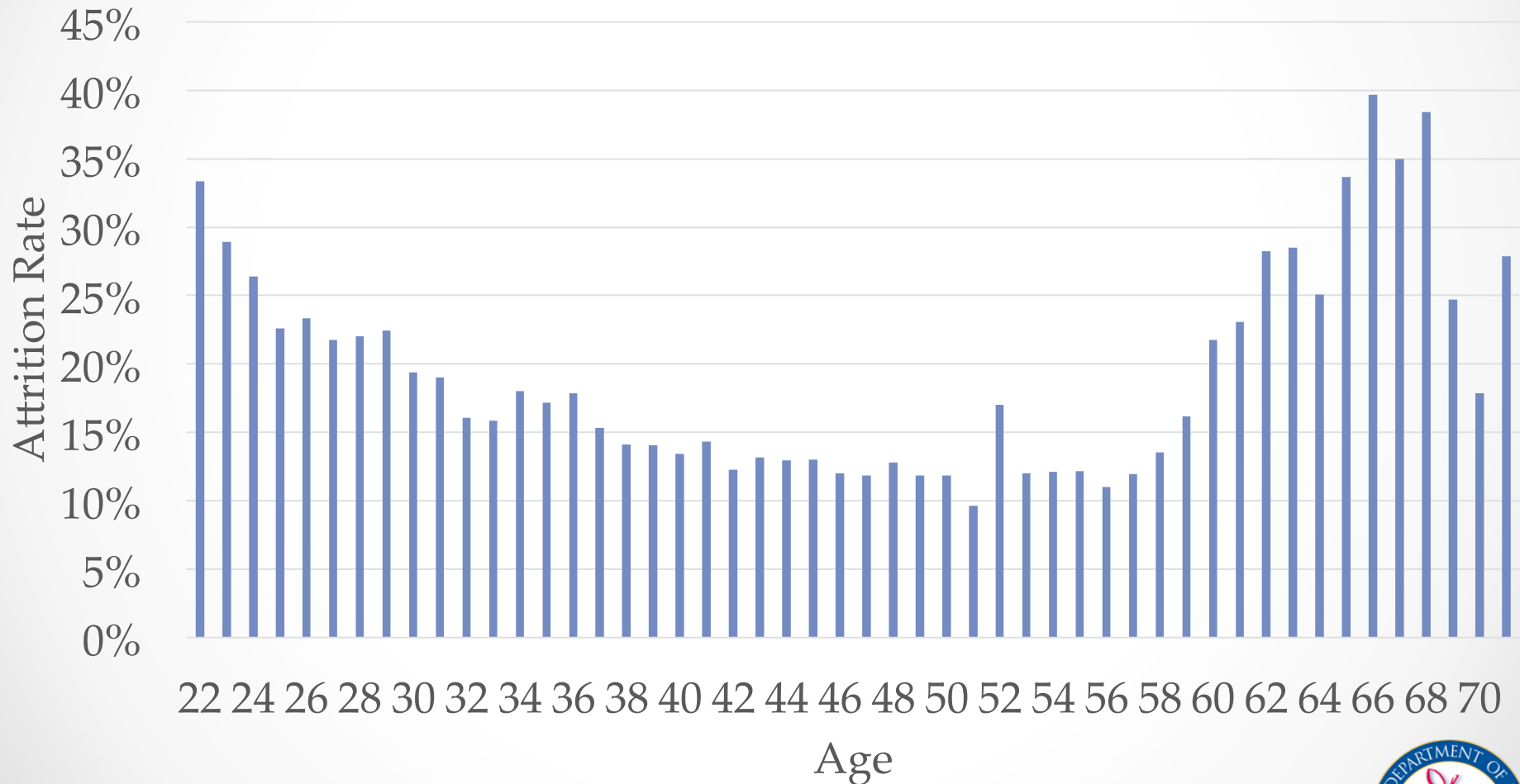
Transform **teaching** into a profession that attracts, retains, and develops great teachers by:

Enabling teachers to **earn more**, within recurring budgets, making higher pay sustainable over time

Providing support and development **on the job** through collaborative teams led by excellent teachers

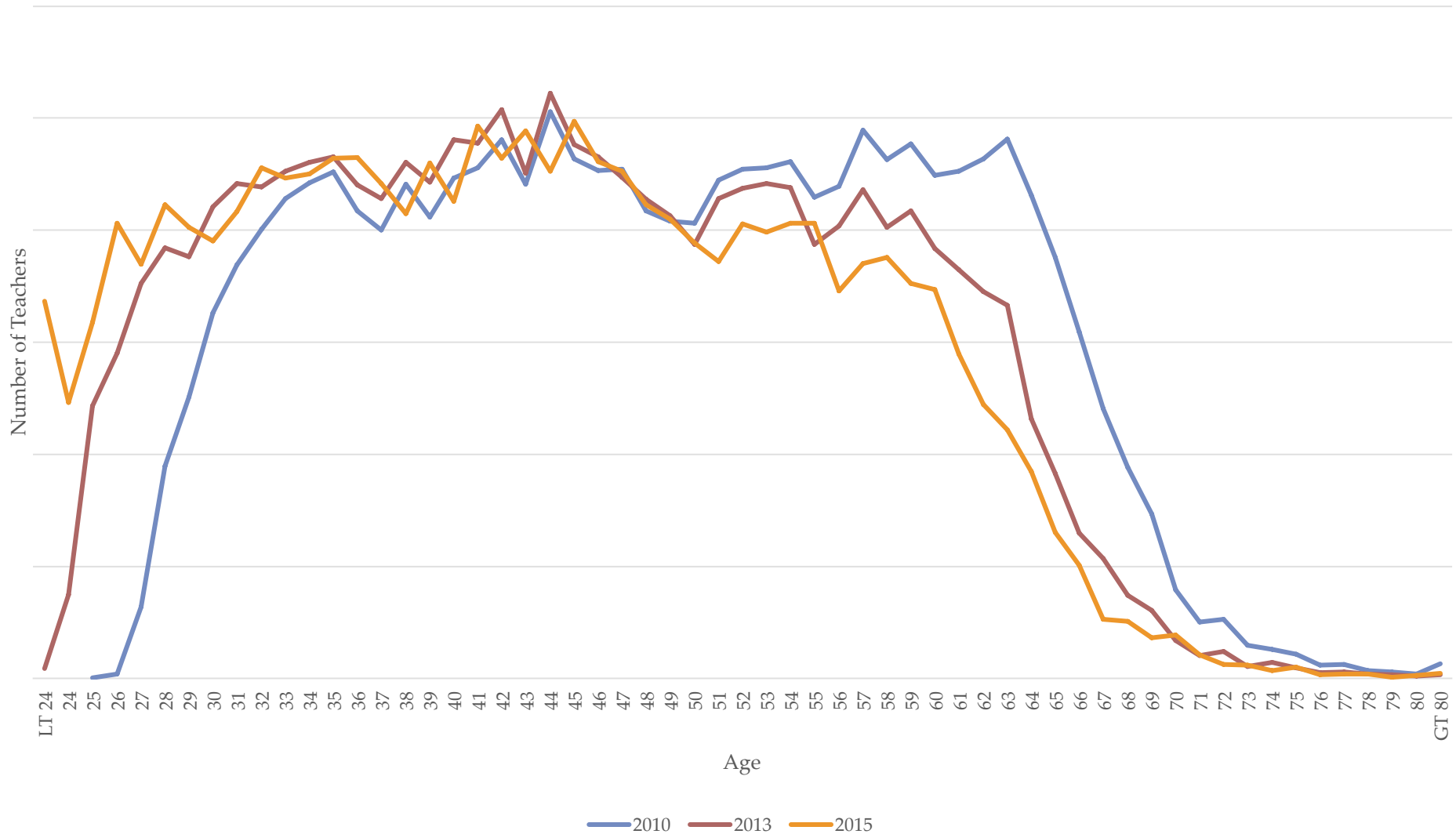
Giving great teachers more authority to **lead peers** and clear accountability for the students they reach

Teacher Attrition and Age (District attrition)

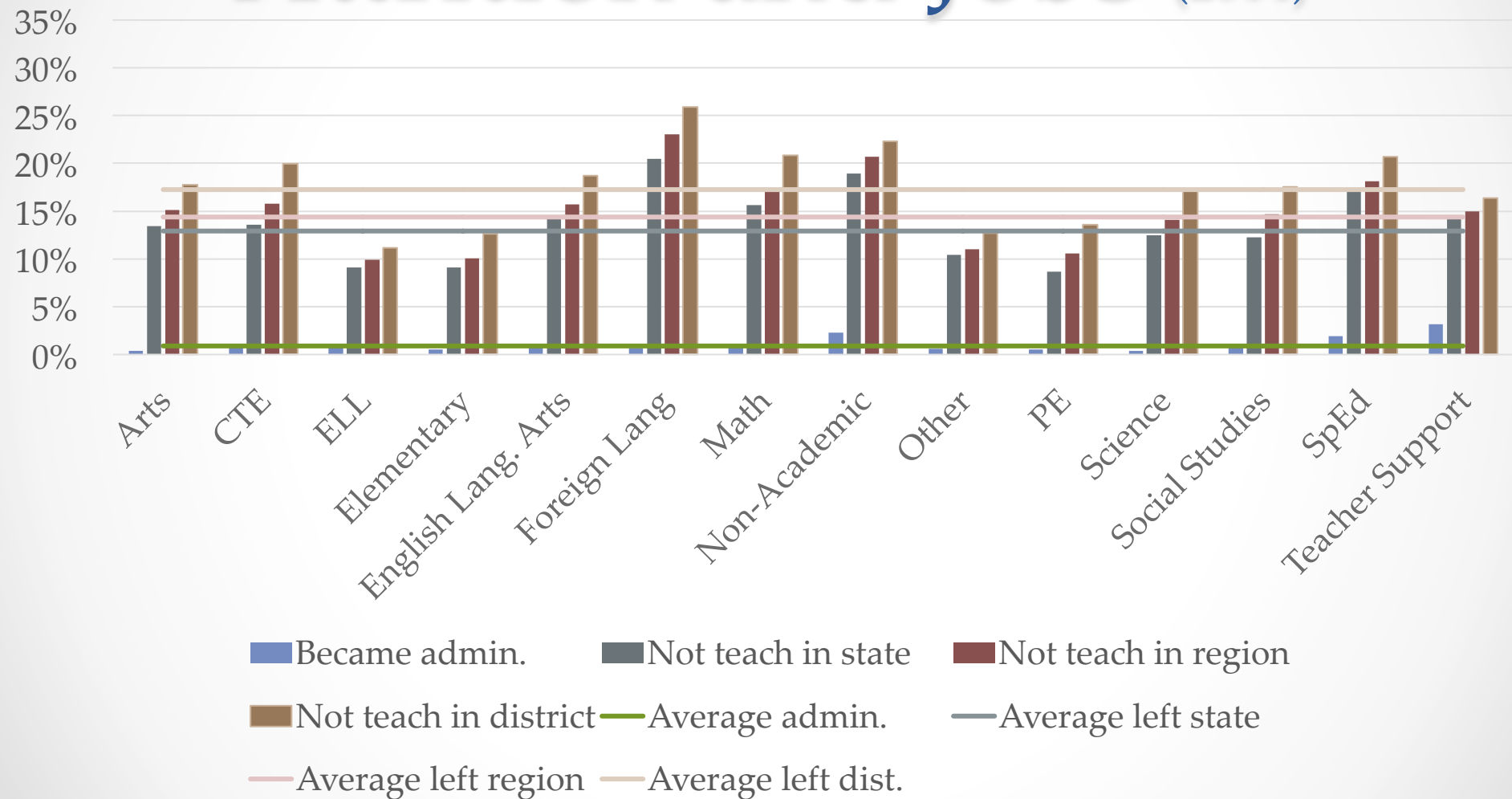


Teacher Age Distribution

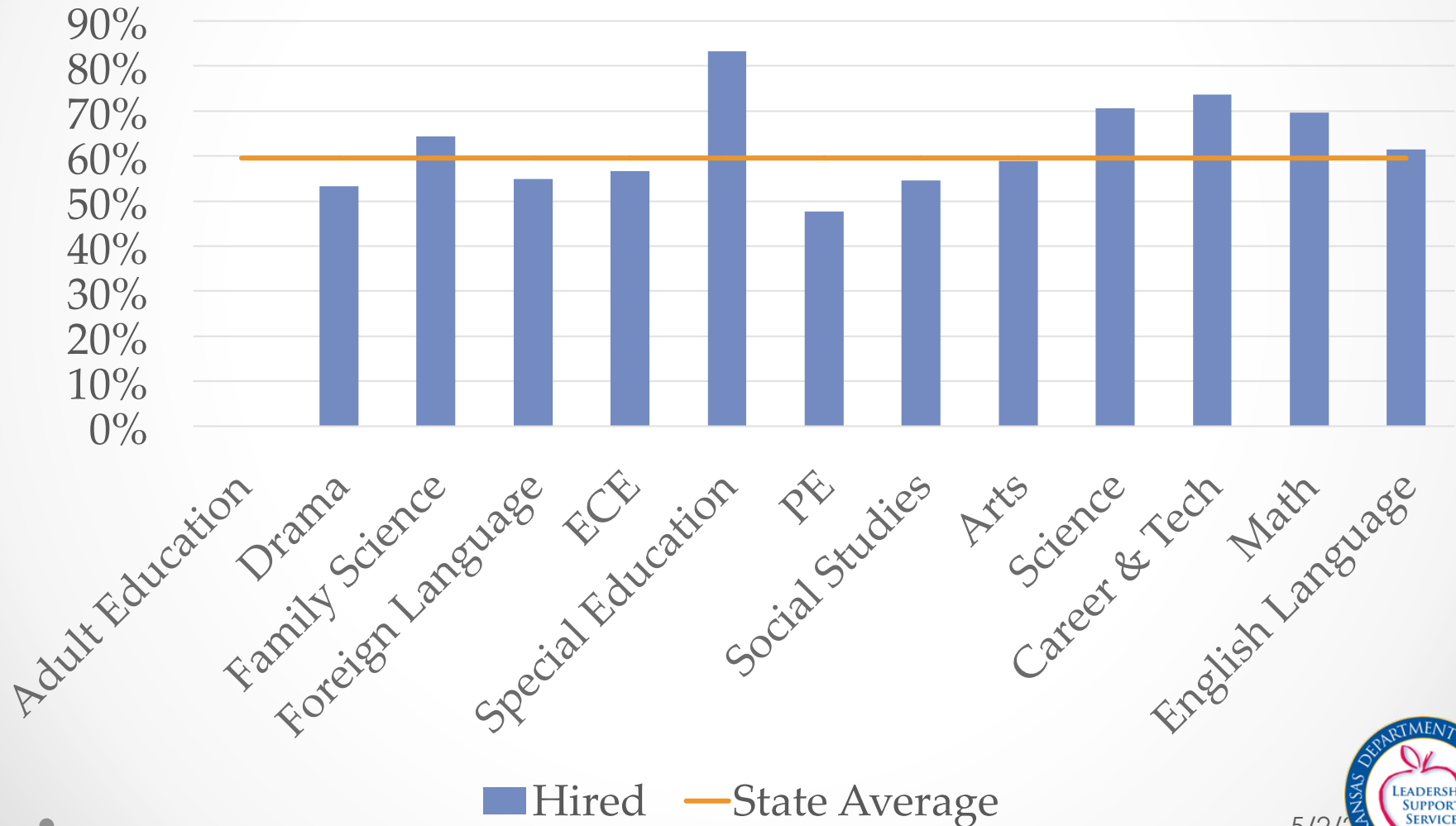
Teacher Age Distribution



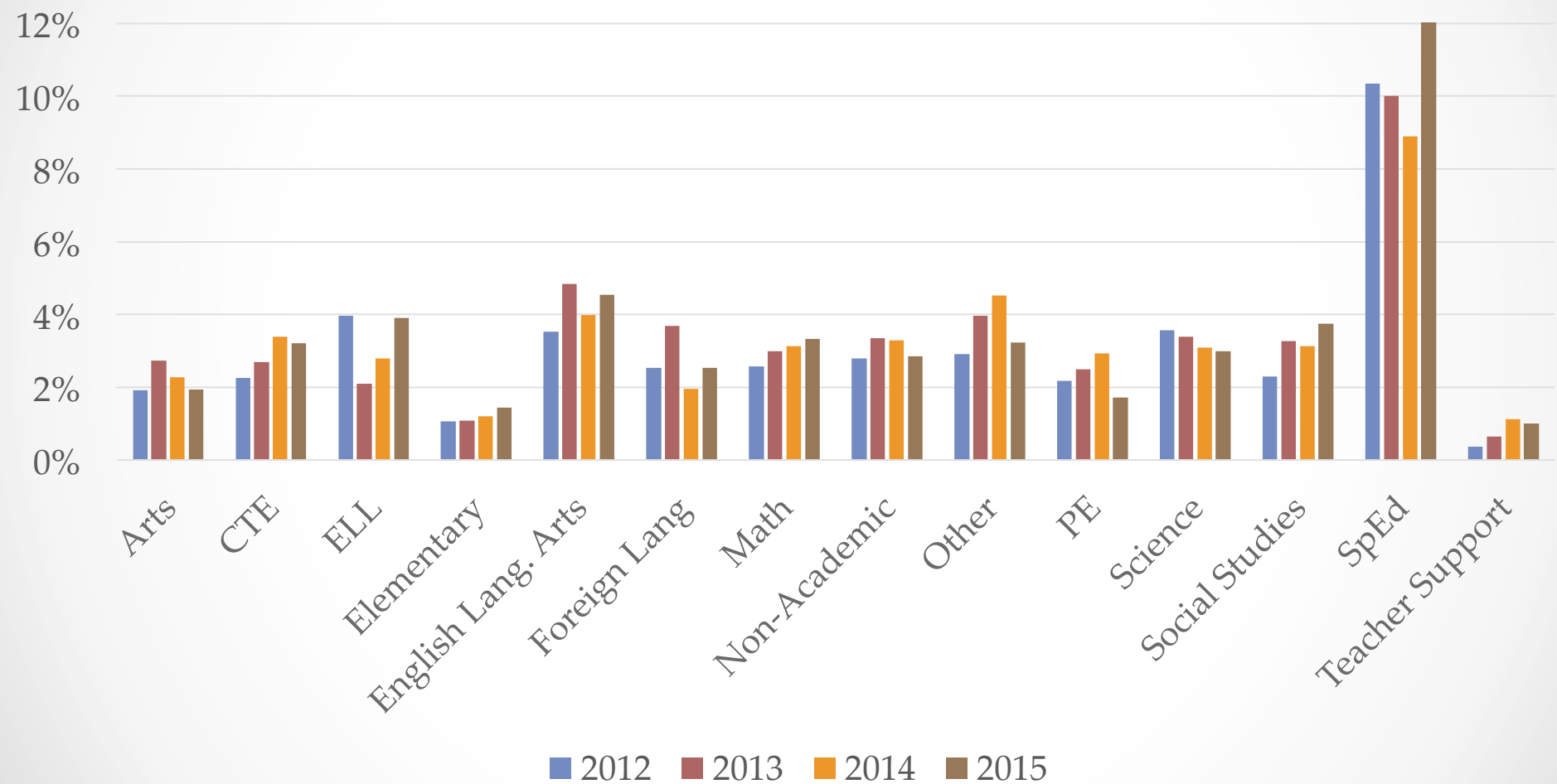
Statewide Teacher Attrition and Jobs (2014)



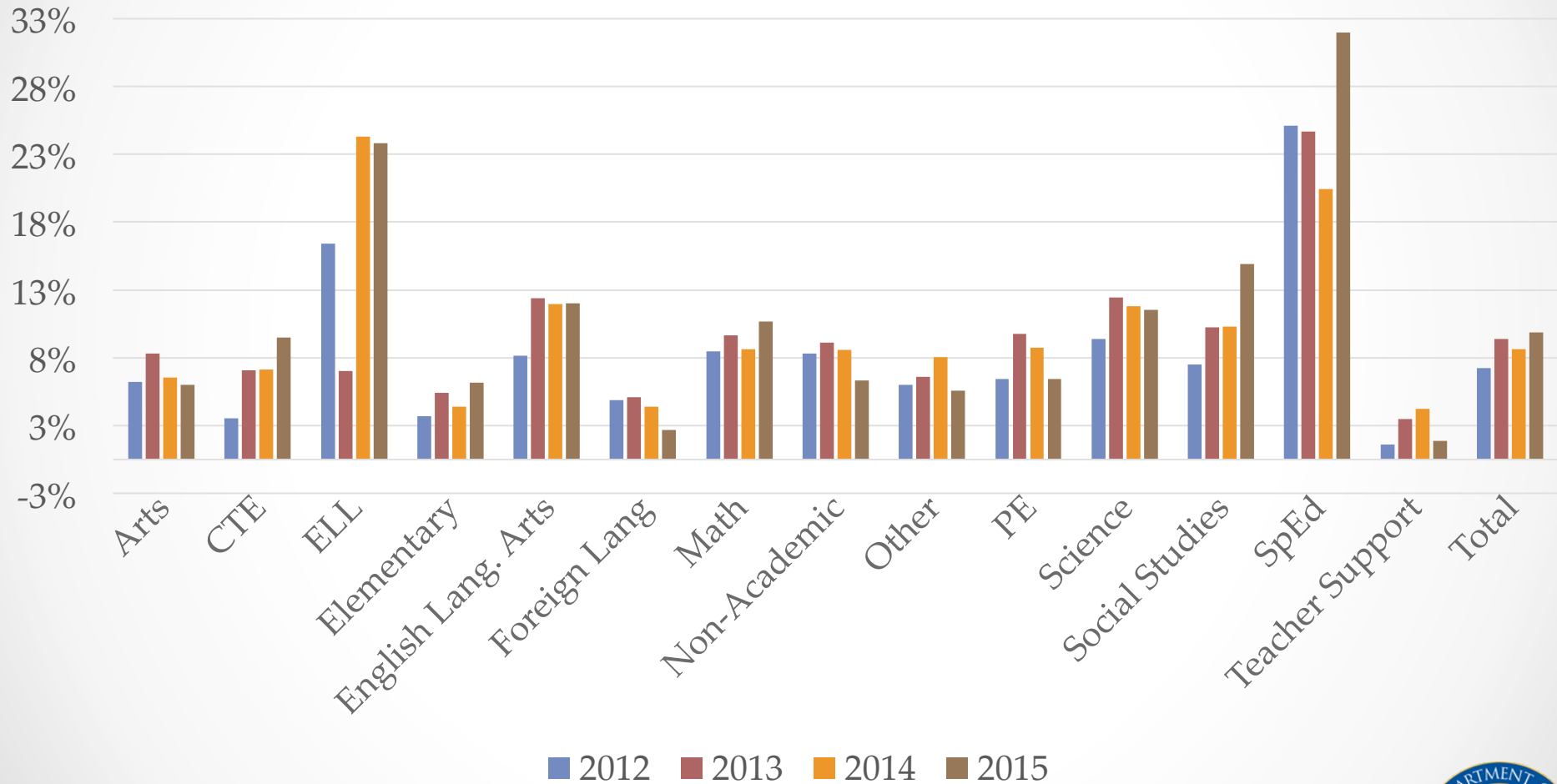
Newly Prepared Teachers Hire Rates



Teachers on Waivers



New to District Teachers on Waivers



Micro-credentials:



Transforming Professional Learning

What is a Micro-credential?

- Rather than “seat time”; a MC is a competency-based form of professional learning.
- A MC includes small “mini” skills/tasks leading to a larger concept of learning.
- A MC models the tenets of personalized, student-focused learning for adult learners.

How can Arkansas use Micro-credentials?

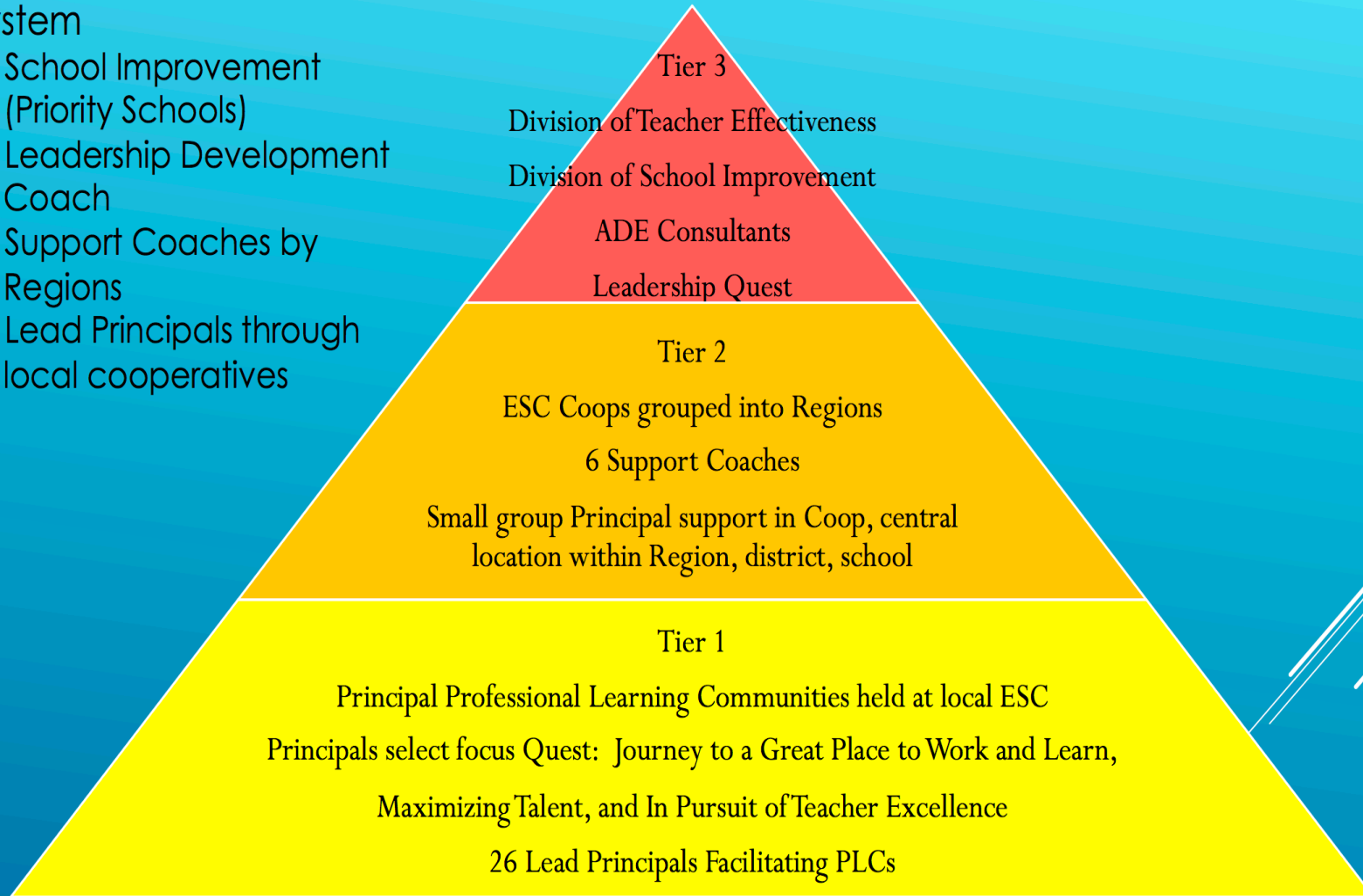
- Transform the professional learning experience for adult learners
 - MCs require evidence of competency in a skill or professional knowledge attainment
 - MCs provide evidence of impact from professional learning
- Use as a component of blended learning for adult learners
- Earned badges follow an educator's career path
- We can roll out school/SD, ESC, state, national level MCs
- We are currently using MC in administrator and new teacher mentoring systems as well as Leadership Quests

Visit [Digital Promise](#) and [Bloomboard](#)

Leadership Quest

Multi-Tiered Support System

- School Improvement (Priority Schools)
- Leadership Development Coach
- Support Coaches by Regions
- Lead Principals through local cooperatives



REVISIONS TO NBCT – Act 937 of 2017

- Law eff. 8/1/2017; Rules – estimated final by 12/31/2017
- Bonuses for certification < January 1, 2017
 - \$5,000
 - For the term of the certification, but no more than 10 years
- Bonuses for certification > January 1, 2018:

If teaching in a ...	Bonus is ...	For ...
School other than those listed below	\$2,500	5 years
High Poverty School	\$5,000	5 years
High Poverty School in High Poverty District	\$10,000	10 years
High Poverty Charter School	\$10,000	10 years

REVISIONS TO EDUCATOR LICENSURE

Act 294 of 2017

- **Law eff. 8/1/2017; Rules – estimated final by 12/31/2017**

These revisions promote:

- **Greater flexibility in licensing and assessments**
- **Tiered licensure system**
- **Streamlining of alternative educator preparation programs**
- **Removes basic skills assessment for alternative educator preparation programs (“nontraditional”)**
- **Ethics training for individuals in alternative educator preparation programs**
- **Ability for school districts to pay salaries differentiated upon licensure tier**

REVISIONS TO EDUCATOR LICENSURE

Act 294 of 2017

PREVIOUSLY IN LAW	ACT 294 CHANGES	WHAT IS NOT CHANGED
"Waivers" from statute requiring a license to teach	Using "licensure exceptions" that will include: <ul style="list-style-type: none">• Emergency permit• Effective Teacher exception [teach related content area]• Technical permit• Waivers under District of Innovation, Charter Schools, or Act 1240• Plan for adding an area while teaching [old ALP]• Long-term substitute waiver	Must have a licensed teacher as teacher of record unless there is a licensure exception
Long-term substitute waivers must be identified in annual school district report card	This is repealed.	Need a long-term substitute waiver if teaching for more than 30 days without a license for the course taught.

REVISIONS TO EDUCATOR LICENSURE – Act 294 of 2017

PREVIOUSLY IN LAW	ACT 294 CHANGES	WHAT IS NOT CHANGED
<p>State Board of Education authority to license teachers</p>	<p>Provides State Board of Education authority to establish a tiered system of licensure:</p> <ul style="list-style-type: none"> • Emergency teaching permit • Technical permit • Provisional license • Novice or first-time license • Standard license • License with advanced requirements [may include teacher leader] <p><i>The tiers will be more fully described in rules.</i></p>	<p>(State Board authority remains; this modifies that authority)</p>
<p>School district must pay classroom teachers at least the minimum salary under the minimum salary schedule</p>	<p>Allows a school district to differentiate salary (but still pay at least the minimum) based on tiered licensure system</p>	<p>Minimum salary schedule still statutory – this just allows the differentiation</p>

REVISIONS TO EDUCATOR LICENSURE - Act 294 of 2017

PREVIOUSLY IN LAW	ACT 294 CHANGES	WHAT IS NOT CHANGED
Highly qualified teacher	<p>ADE may establish by rule minimum qualified teacher requirements for teachers employed under a waiver (District of Innovation, Charter Schools, or Act 1240)</p> <p>Core subject areas:</p> <ul style="list-style-type: none">• Elementary Education (K-6)• English language arts• Mathematics• Science• Social studies• Art• Music• Foreign language	Arkansas Qualified Teacher (AQT) rules will remain in force

REVISIONS TO EDUCATOR LICENSURE

Act 294 of 2017

PREVIOUSLY IN LAW	ACT 294 CHANGES	WHAT IS NOT CHANGED
All educator preparation programs that are not the traditional bachelor's degree for licensure are "nontraditional"	<ul style="list-style-type: none">• All "nontraditional" programs are now called "alternative educator preparation programs"• Teacher or leader academy added• School district residency program added	<p>State-approved educator preparation program required for licensure – traditional or alternative</p> <p>Alternative educator preparation programs, except for TFA, ATC, ABCTE, must be state-approved</p> <p>If the alternative educator preparation program is at an institution of higher education, the institution of higher education must be regionally or nationally accredited</p>

REVISIONS TO EDUCATOR LICENSURE - Act 294 of 2017

PREVIOUSLY IN LAW	ACT 294 CHANGES	WHAT IS NOT CHANGED
<p>Nontraditional programs approved by ADE, and accelerated preparation programs, such as TFA, ATC, ABCTE and other ADE-approved “accelerated preparation programs”</p>	<ul style="list-style-type: none"> • Basic skills assessment for licensure is repealed • Completion of professional educator ethics training added • Allows for an alternative method of demonstrating subject matter competency • Has not had an ethics violation 	<p>Other requirements for Teach for America, Arkansas Teacher Corps, and ABCTE candidates remain the same</p>
<p>Professional provisional teaching license (PPTL) eligible for a 3-yr provisional license with a bachelor’s degree, 3 yrs of employment in content area, offer of employment to teach a for-credit course, references, basic skills assessment and content assessment</p>	<ul style="list-style-type: none"> • PPTL is now “an alternative educator preparation program or pathway for an applicant who has professional work experience in the content area” – to be detailed in rules • Basic skills assessment is repealed • Completion of professional educator ethics training added 	<p>n/a</p>

REVISIONS TO LIFETIME TEACHING LICENSE

Act 588 of 2017

- Law eff. 8/1/2017; Rules – estimated final by 12/31/2017
- The applicant must hold a current Arkansas teaching license

AND EITHER:

- Be 62 or older;

OR

- Be retired from active teaching under:
 - *Voluntary retirement at age 60 with 5 yrs of service or at any age with 28 yrs of service*
(Ark. Code § 24-7-701);
 - *Early voluntary retirement at any age with combined total of 25 yrs or more*
(Ark. Code § 24-7-702); or
 - *Disability retirement* (Ark. Code § 24-7-704)

REVISIONS TO LIFETIME TEACHING LICENSE

Act 588 of 2017

- Other requirements still apply:
 - Educational experience
 - Background checks (if none on file within the last 12 months)
- Except:
 - It is no longer a requirement that the licensee who re-enters the education workforce after a one-year lapse in employment obtain 20 hours of PD.
 - Therefore all PD requirements should be discussed with the school district where the license holder is employed

REVISIONS TO BACKGROUND CHECKS

Act 746 of 2017

- Law eff. 8/1/2017; Rules – estimated final by Oct-Nov 2017
- **State and Federal Rap Back Programs** –
 - Provide the Department with updated information on arrests for persons whose fingerprints are maintained (with consent only) by the FBI.
 - Persons in the program do not have to be re-fingerprinted for license renewal or subsequent employment.
- **NEW OFFENSE:** Failure to comply with sex offender registration and reporting
- **Fingerprinting** – may be done by either electronic (livescan) or ink.
- **Third Party Vendors of Human Resources** – Must report to the ADE if a person in their employ has committed any of the listed offenses. This has always been required of superintendents.

SCIENTIFIC INSTRUCTION OF READING

Acts 416 and 1063 of 2017

- Laws eff. 8/1/2017; Rules – estimated final by 12/31/2017
- **ACT 416 (Clark) – REQUIRES A STANDALONE TEST ON THE SCIENTIFIC INSTRUCTION OF READING**
- **ACT 1063 (Elliott) – REQUIRES EXISTING TEACHERS TO DEMONSTRATE PROFICIENCY OR AWARENESS OF THE SCIENTIFIC INSTRUCTION OF READING**

SCIENTIFIC INSTRUCTION OF READING

Acts 416 and 1063 of 2017

- The requirements of **Act 416**:
 - **K-6 Elementary or K-12 Special Education First-time licensure candidates** entering traditional or alternative educator preparation programs beginning in the 2017-2018 academic year – take the standalone scientific instruction of reading test.
 - **K-6 Add-on:** Teachers adding elementary education K-6 to a current license by testing out after adoption of stand-alone reading test must pass the stand-alone reading test.
 - **Reciprocity for Elementary Ed K-6 and Special Education K-12:** if teacher has less than three (3) years documented teaching experience – take the standalone scientific instruction of reading test - with provisional license available for reciprocity candidates

SCIENTIFIC INSTRUCTION OF READING

Acts 416 and 1063 of 2017

- The requirements of **Act 1063**:
 - **By the 2021-2022 School Year -**
 - **Existing K-6 Elementary or K-12 Special Education teachers** must demonstrate proficiency in the scientific instruction of reading
 - **All existing teachers licensed in other licensure content areas** must demonstrate an awareness of the knowledge and practices of scientific instruction of reading
- The ADE will develop the professional learning and methods of demonstrating proficiency and awareness

REVISIONS TO PLSB / CODE OF ETHICS

Act 564 of 2017

- Law eff. 8/1/2017; Rules – estimated final by 12/31/2017
- **Adds representation on Professional Licensure Standards Board for:**
 - Two Teachers, recommended by ASTA
 - One Teacher or Administrator, recommended by Arkansas Rural Education Association
 - One Non-licensed Teacher or Administrator, recommended by the Arkansas Public School Resource Center
- **Holds non-licensed teachers to the Code of Ethics -** those employed under waivers from licensure for School of Innovation, Charter School, or Act 1240 waiver
 - Violators will receive a public sanction at similar levels / fines as licensed educators
- **Maximum fine for ethics violation** is now \$500

REVISIONS:

Teacher Excellence & Support System(TESS)

Act 295 of 2017 – Effective 8.1.2017

PREVIOUSLY IN LAW	ACT 295 CHANGES	WHAT IS NOT CHANGED
<p>EVERY Educator required to have an Annual Overall Performance Rating</p> <p>•</p>	<p><i>Formative years</i> = Support and Professional Growth through Personalized Learning aligned to the PGP</p> <p>Learning may be team collaboration, self-directed research or competency-based credentials</p> <p>ADE does not require an Annual Overall Performance Rating in Interim Years</p>	<p>TESS is a State-wide system</p> <p>Danielson Framework for Teaching is the foundation for TESS</p> <p>•</p>

REVISIONS:

Teacher Excellence & Support System(TESS)

Act 295 of 2017 – Est. Final 12.31.2017

PREVIOUSLY IN LAW	ACT 295 CHANGES	WHAT IS NOT CHANGED
<p>Statute was prescriptive for TESS, it defined:</p> <ul style="list-style-type: none">• Artifacts• Formal/Informal• Pre- & Post-Conferences• Length of observation• Annual evidence of Student Growth <p>•</p>	<p>School district & teachers determine what constitutes these TESS elements</p> <p>Evidence may be NBCT work, peer observations, student surveys</p> <p>Student growth is embedded in the Rubric work</p>	<p>Evidence is multiple measures:</p> <ul style="list-style-type: none">• Direct observation• Indirect observation• Artifacts• Data <p>•</p>

REVISIONS:

Teacher Excellence & Support System(TESS)

Act 295 of 2017

PREVIOUSLY IN LAW	ACT 295 CHANGES	WHAT IS NOT CHANGED
<p>Summative evaluations & Ratings for Novice teachers & Probationary Teachers</p> <p>½ of required PD must be tied to Professional Growth Plan</p> <p>•</p>	<p>Summative work not required for Novice or Probationary teacher from the state level</p> <p>District can <i>choose</i> to complete summative work</p> <p>Placement in Intensive Support if necessary</p>	<p>Supporting Educators in Professional Growth through individualized PD guided by the PGP</p> <p>Teacher Fair Dismissal Act is not changed or negated</p> <p>•</p>

Updates:

Arkansas Novice Teacher Mentoring 2017-2018

PREVIOUSLY	UPDATES	WHAT IS NOT CHANGED
<p>ADE established 1:1 mentoring for Novice Teachers</p> <p>ADE established curriculum, resources, activity requirements, and stipends</p> <p>•</p>	<p>Novice teacher mentoring is facilitated by Co-Ops</p> <p><i>School Districts must register new teachers through link on Commissioner's Memo (LIC-17-030)</i></p> <p>Mentoring support may be provided for up to 3 years</p>	<p><u>Survive & Thrive</u> will be available to all teachers. (Now on the ADE Website, too)</p> <p>EdReflect/ BloomBoard tools remain the same</p> <p>•</p>

REVISIONS:

Leader Excellence & Development System (LEADS) - Act 295 of 2017

PREVIOUSLY IN LAW	ACT 295 CHANGES	WHAT IS NOT CHANGED
<p>EVERY Educator must have an Overall Annual Performance Rating</p> <p>Procedures & Terms prescribed</p> <p>½ PD Hours prescribed</p> <p>•</p>	<p>Flexibility & Local Decision-making are encouraged</p> <p>Educator Self-Advocacy encouraged</p> <p>Learning is personalized and competency-based</p> <p>Formative Overall ratings not required by the state</p>	<p>LEADS is about Support & Growth of Leaders</p> <p>Summative work occurs every 4 years</p> <p>EdReflect/ BloomBoard</p> <p>Functions stay the same</p> <p>•</p>

Update:

Arkansas Beginning Administrator Mentoring

2017-2018

PREVIOUSLY	UPDATES	WHAT IS NOT CHANGED
<p>ADE established 1:1 mentoring for Beginning Administrators</p> <p>ADE established curriculum, resources, and activity requirements</p> <p>•</p>	<p>The Arkansas Association for Education Administration (AAEA) and ADE facilitate BA Mentoring</p> <p><i>School Districts must register new administrators through link in Commissioner's Memo (LIC-17-030)</i></p> <p>Mentoring support may be provided for up to 3 years</p>	<p>Survive & Thrive will be available to all administrators. (On the ADE website, too)</p> <p>EdReflect/ BloomBoard tools remain the same</p> <p>•</p>

ADE Division of Educator Effectiveness & Licensure

Dr. Jeremy S. Owoh

Assistant Commissioner of Educator Effectiveness

jeremy.owoh@arkansas.gov

501-682-4210

